



Lake County

JSEC Insider

Upcoming Seminar

Mark Wilmarth "Attracting, Retaining AND Engaging our Talent"

Attraction ~ The effort by an employer to hire talented workers in the right position who have both the potency and capacity to meet business objectives.

Retention ~ The effort by an employer to keep desirable workers in order to meet business objectives.

Engagement ~ Bringing discretionary effort to work, in the form of extra time, brain power and energy. Because of disengagement, the US economy is running at 30% efficiency.

Stay tuned for Date, Time & Location of the October seminar.

Sponsored by The Lake County Employers' Committee.

From The Book of Questions: Business Politics and Ethics, by Gregory Stock, PH.D.

#122

In what ways are your ethics in business different from those in your personal life? Do you think that you have a better reputation in your professional or personal dealings?

Lake County Job Service Workforce Center Website

So much information and so little time! Do you feel at times there are websites that have too much information? You are not alone. You ponder where you need to start researching employment law or developing an employee handbook or what progressive discipline is. As an employer your plate is already full juggling hiring, training, and retaining employees as well as just keeping the doors open. There's help!

Go to the following web site: www.employlakecounty.com Click on Business Customer Services and then HR Tool Kit. There is information about writing job descriptions, job interviews, and checking references. You can also download samples and forms regarding job applications, reference checks, performance evaluations, progressive discipline, and disciplinary notices. The Job Service Employers' Committee (JSEC) previous newsletters are on this site, under Employer News.

Please feel free to contact Todd Erickson at the Job Service office, 883-7885. He will be happy to provide you with a complete hard copy of the information you desire.

Employer Training Videos Twelve Danger Zones for Supervisors

This is a series of 12 hard-hitting training CD's to guide supervisors past the hottest employment law pitfalls. The topics are:

Hiring ~ Discipline
Documentation ~ Firing
Sexual Harassment ~ Other Harassment
Discrimination ~ FMLA
Safety & Workers' Comp
Wage & Hour ~ Labor Law
Privacy ~ Workplace Violence

**The videos are available for you to use. Call today! 883.7885
A complete training session will be offered this fall.**



Lake County Job Service Workforce Center
PO Box 970
417 B Main Street
Polson, MT 59860

Are your employees satisfied? They should be...

Do your employees come to work for more than a paycheck? If not, then you've got a problem. You need to make your workplace a positive environment - a place where people want to come to. How do you accomplish getting people to want to come to work? You get people excited about coming to work by truly caring about employee satisfaction.

A variety of tactics are used by the best companies. For instance, informal programs such as a "breakfast club" where the president shows up and rubs noses with everyone, suggestion boxes and recognition boxes.

It's important to wrap your culture around employee satisfaction. And when you do, you'll likely find that you have satisfied customers - and a heftier bottom line as well.

New 5-in-1 Posters coming soon!

Don't let private companies make you believe that you have to pay for them. Posters are at NO CHARGE through your local Job Service office.

Main Street Montana
On-Line

URL Address:
<http://dli.mt.gov/pub/msthome.asp>

This site contains a wealth of information for businesses.

Prove-It Proficiency Testing

Lake County Job Service offers over 850 Prove It test titles. In addition to the typing, spelling, math, etc. we also offer Microsoft Office 2003 products, Quickbooks Pro, Customer Service Mindset, Respiratory Therapy, Forklift operation, plus many more. For more information please call one of our Employment Consultants, 883.7880.

JSEC Members

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JSEC Representatives

Karen Dellwo, JSEC Chair
Todd Erickson, Coordinator 883.7885
Patti Patterson, Co-Coordinator 883.7883
Mike Shoquist, Job Service Manager



To keep current on Wage & Hour laws; new available resources, new employer information, upcoming Work Shops; previous Newsletters: visit our website: employlakecounty.com or call Todd Erickson, Business Advocate @ 406.883.7885 email: toerickson@mt.gov New hours: Monday-Friday 9:00-2:30